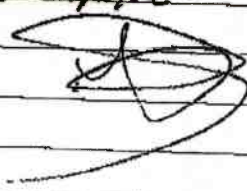
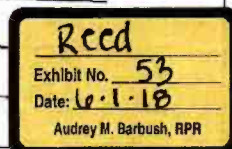


2/15/17

Sala Naamane pick a job on Monday and Gary Lopez move her and put her on the Great Bend line after she work on the Honey Line for five months and that work was open work goes by Seniority. And Gary kick her off the line and give it to somebody else with less Seniority. She haven't work with Jason in two years ^{they} separate them. Then Scott Reed said she has to work with him. So everyday Jason went to Gary and said Sala putting to much meat on the table. And Gary said to Sala it ~~is~~ you do it again I'm take you to Mr. And I will fire her.

And then Sala went to her new job and Gary put Jason on the same line again Honey Line and then ~~she~~ ^{he} keeps on fighting with her. I Thomas Anderson as a Union Steward know Sala Naamane isn't being treated the same way as others employes.

Feb. 15, 2017 6:18PM

-0267-

App. Tab

W

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exhibitstickers.com

No. 0996 P. 8

Dec. 8. 2016 1:06PM

provoking or instigating a fight, or fighting during working hours on Company premises.

theft or pilferage of Company or another employee's property.

falsification of personnel or other records.

hit-downs, slowdowns or work stoppage of any kind.

possession of firearms or carrying concealed weapons on Company property at any time.

conviction of a felony which could or would affect the employee's job performance or relationships with other employees.

Abuse, misuse, waste or deliberate destruction of Company property, tools, equipment or the personal property of employees.

Sleeping, or in a state resembling sleep, while on the clock and/or in a non-designated break area.

Using tobacco, or smokeless devices, in the buildings or on any part of the grounds where tobacco is forbidden (see tobacco policy).

Failure to promptly report when an accident/injury/soreness occurs to your supervisor and Health Services. Making false statements or refusing to give testimony when accidents/injuries or other incidents are being investigated.

Repeated violations of work rules and regulations, which can be documented by previous disciplinary action.

These rules and regulations supersede all previous rules and regulations issued by Smithfield Foods

Equal Employment Opportunity Policy

Notice to All Employees and Applicants

It is the policy of Smithfield Foods to:

Recruit, hire, train and promote, into all job classifications, the

FORM 221, 12/15/16
Smithfield Foods Co.

Manager or Supervisor's Signature

Others in Meeting

No. 0877. P. 1

NAME: <u>Theresa Anderson</u>		CLOCK NO. <u>04130</u>	DEPT. <u>11D</u>	DATE <u>12/06/16</u>
Details of Violation & Work Rule #				
<u>Verbal Warning</u>				
<u>Written Warning</u>				
<u>Suspension</u> <u>3</u> days				
<u>Return to Work</u> <u>3</u> days				
<u>Discharge</u>				
<u>ADP Referral</u>				
<u>Union Steward:</u>				
<u>Failure to improve performance will result in further disciplinary action up to and including termination.</u>				

